

memorandum

DATE: February 17, 2000

REPLY TO: Occupational Safety and Health Policy/Bermudez:3-9879
ATTN OF:

SUBJECT: FEDERAL WORKER 2000

TO: Cognizant Secretarial Officers
Managers, Operations Offices

On July 2, 1999, President Clinton signed a memorandum establishing a new initiative which calls for Executive Branch departments and agencies to reduce the occurrence of occupational injuries and illnesses, and provide more efficient care to those injured on the job. The new initiative, "Federal Worker 2000," covers the Federal workforce within the Department of Energy (DOE). This memorandum describes relevant sections of the Federal Worker 2000 initiative, transmits site-specific workers' compensation data, and outlines reporting requirements and expectations designed to meet or exceed the initiative's goals throughout the Department.

Each year, more than 160,000 injuries and illnesses of Federal workers at work are reported throughout the Federal Government, resulting in the payment of nearly two billion dollars annually in workers' compensation costs which include medical expenses and lost income. The pain and anguish of our workers, due to on-the-job injuries and illnesses, and the effects such circumstances have on loved ones, cannot be measured. However, they are very significant and can be lifelong.

In view of the cross-cutting nature of Federal Worker 2000, the Office of Environment, Safety and Health (EH) and the Office of Management and Administration (MA) have partnered to facilitate and monitor the Department's progress toward achieving the initiative's goals. This initiative will span a 5-year period, which began on October 1, 1999, and will end on September 30, 2004, with a White House ceremony recognizing the departments and agencies which met or exceeded all performance goals. Federal Worker 2000 calls for the Department to meet three measurable goals for each of the 5 years:

- o reducing the overall occurrence of injuries by three percent per year, while improving the timeliness of reporting of injuries and illnesses by individual agencies to the Department of Labor by five percent per year;
- o for those Federal worksites with the highest rates of serious injuries, reducing the occurrence of such injuries by ten percent per year; and
- o reducing the rate of lost production days (i.e., the number of days Federal employees spend away from work) by two percent per year.



We encourage departmental elements to review and analyze the attached information to determine individual site injury and illness rates, future projections, and plans to attain these goals. EH and MA will internally track progress toward meeting these goals on a quarterly basis. Quarterly progress reports by departmental elements should be directed to Dr. Harry Pettengill, Director, Office of Occupational Safety and Health Policy (EH-51). EH and MA will also keep you informed of any initiative developments, and respond to requests by the Occupational Safety and Health Administration and the Office of Worker's Compensation Programs, as appropriate.

As you will note from the attachments, some departmental elements need to improve their individual injury and illness rates and the timeliness of reporting. Given the Secretary's high interest in the safety and health of our workforce, it is expected that DOE workplaces will not only meet, but exceed, the Presidential performance goals.

Specific questions regarding this initiative may be directed to Dr. Pettengill at (301) 903-4343 or Mr. Leslie Bermudez at (301) 903-9879.



David Michaels, PhD, MPH
Assistant Secretary for
Environment, Safety and Health



David Klaus
Assistant Secretary for
Management and Administration

Attachments:

1. White House July 2, 1999, letter
2. Federal Worker 2000, a Presidential Initiative
3. Three Percent Reduction Goal and Maintenance Goal, by Agencies
4. Ten Percent Site Reduction, by Agencies
5. Department of Energy Fact Sheet (Total Case Rates and Lost-Time Case Rates),
by Organizations

U.S. Department of Labor

SEP 1 1999

Assistant Secretary for
Occupational Safety and Health
Washington, D.C. 20210



Mr. Peter Brush
Acting Assistant Secretary Environment,
Safety and Health
Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585

Dear Mr. Brush:

On July 2, 1999 President Clinton signed a memorandum establishing a new initiative which calls for Executive Branch Departments and Agencies to both reduce the occurrence of occupational injuries and illnesses and provide more efficient care to those injured on the job. Secretary of Labor Alexis M. Herman recently contacted your agency head concerning the initiative, "Federal Worker 2000." She also asked me to write to you.

This letter describes the portions of the Federal Worker 2000 initiative pertaining to occupational safety and health, what is expected of your agency, and offers our assistance where possible. A copy of the President's memorandum and an explanation of the three goals of this initiative (those involving the Office of Workers Compensation, as well as OSHA) are enclosed.

The first part of the Federal Worker 2000 initiative that applies to safety and health directs most agencies to reduce their total case rate (TCR) by 3% per year for five years beginning with FY 2000. The initial TCR reduction will be in comparison to the TCR of FY 1997. Agencies having low TCRs (less than 2.00 cases per 100 employees in FY 1997) will be expected to maintain the low rates if further reduction proves impossible. We have enclosed a spreadsheet listing your agency's FY 1997 TCR along with your target rates for each year of the initiative. OSHA will be tracking the progress made by each agency toward meeting these goals.

The initiative also calls for certain agencies to reduce the lost time case rate (LTCR) at specific sites which had high rates in FY 1996. If any sites in your agency were identified under this criteria, we have enclosed a list of those sites. Your goal is to reduce the LTCR at each location by 10% per year for five years beginning with FY 2000. OSHA will conduct annual random inspections of 10% of the worksites with the highest LTCRs. You will be asked to report annually on the level of employment at each of the designated sites so that we can calculate the LTCRs and track the rate reduction. We will report the progress made in reducing individual site LTCRs to the governing agencies. For agencies with multiple high LTCR sites, we will use the improvement in the average LTCR to measure progress toward this particular goal. We will report the progress to the White House.

OSHA has been directed to support your efforts in attaining these goals and will provide assistance as requested whenever possible. I have informed my Regional Administrators about this role and they are prepared to help.

I would like to take this opportunity to invite you, and through you, your agency's safety and health manager(s) to a meeting on the Federal Worker 2000 initiative. The meeting will be held on September 16, 1999 from 2:00 to 4:00 PM at the auditorium in the Frances Perkins Building at 200 Constitution Avenue, N.W., Washington, D.C. At that time we will discuss the initiative and its goals, OSHA resources that might be available to your agencies, OSHA's expectations, and how we plan to monitor progress. To assist us in our planning, I would appreciate it if you would let us know approximately how many people from your agency will be attending. To do so please contact Stephanie Douglas at (202) 693-2175.

I look forward to working with you to achieve these important goals in reducing the injuries and illnesses suffered by Federal workers. If you have any questions please contact me or John Plummer, Director, Office of Federal Agency Programs at (202) 693-2166.

Sincerely,

A handwritten signature in black ink, appearing to read "Charles N. Jeffress". The signature is fluid and cursive, with the first name "Charles" being more prominent.

Charles N. Jeffress
Assistant Secretary

Enclosures

THE WHITE HOUSE

WASHINGTON

July 2, 1999

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Federal Worker 2000 Presidential Initiative

Each year, Federal employees suffer over 160,000 injuries or illnesses in the course of their employment. The Federal Government's bill for medical treatment and wage loss compensation costs exceeds \$1.9 billion each year. Even more disturbing is the pain and suffering of employees and their families that is caused by these injuries and illnesses and the fact that many of such injuries and illnesses are preventable.

The Federal workforce is a valuable asset to our healthy economy. We need to do more to protect our dedicated public servants from preventable injuries and illnesses. From this point forward, I want to make the safety and health of every Federal worker a central value in each operation performed in Federal workplaces. I ask all Federal agencies to help make Federal Government workplaces safe and productive. Furthermore, we need to ensure that, when injuries do occur, Federal employees are given the best possible care and are returned to work as quickly as possible.

To this end I direct the Secretary of Labor to lead an initiative focusing on the federal workplace. This initiative will have a duration of 5 years, and will establish 3 measurable goals:

- reducing the overall occurrence of injuries by 3 percent per year, while improving the timeliness of reporting of injuries and illnesses by agencies to the Department of Labor by 5 percent per year;
- for those work sites with the highest rates of serious injuries, reducing the occurrence of such injuries by 10 percent per year; and
- reducing the rate of lost production days (i.e. the number of days employees spend away from work) by 2 percent per year.

I also direct the Secretary to report to me each year on the progress made to reduce work-related injuries and illnesses, to provide timely services, and to reduce the number of days injured workers are away from their jobs.

I am convinced that this new focus on safety and health in the Federal Government will result in fewer injured workers, significant cost reductions, and an enhanced ability to serve the American public.

William D. Clinton

FEDERAL WORKER 2000

-- A Presidential Initiative --

1. Where are the Safety and Health responsibilities for Federal Agencies established.
 - Section 19 of the Occupational Safety and Health Act of 1970 and Presidential Executive Order 12196 set safety and health program requirements for all agencies of the Executive Branch except military personnel and uniquely military equipment, systems and operations.
2. Why is there a need for a Presidential Safety and Health Initiative?
 - Each year more than 160,000 injuries and illnesses at work are reported to ESA's Office of Workers' Compensation Programs (OWCP) under the Federal Employee's Compensation Act (FECA).
 - The reported injuries result in the payment of nearly two billion dollars annually in workers' compensation costs which include medical expenses and lost income.
3. What will be the focus of the Initiative?
 - Federal Worker 2000 will highlight the President's interest and support for a strong safety and health program in the Federal Government through involvement by Cabinet Officers and agency managers;
 - It will address the human and financial cost of workplace injury by reducing the incidence of injury, the days of disability and lost production that ensue; and
 - It will establish three measurable goals that OSHA, ESA/OWCP and participating agencies can use to track progress in Federal worker safety and health and compensation programs. These goals will seek to improve or reduce 4 major indicators:
 - Reduce the total rate of Injury/Illness Cases per 100 employees reported by all agencies (TCR= Total Case Rate);
 - Reduce the rate of Lost Time Cases per 100 employees for agencies at or above 2 times the FY-96 Federal average (LTICR = Lost Time Case Rate);
 - Reduce the rate of Lost Production Days per 100 employees due to injury/illness incurred at work (LPDR = Lost Production Days Rate);and
 - Decrease the Average Reporting Time by Federal agencies for new injuries and illnesses incurred at work.

FEDERAL WORKER 2000

-- A Presidential Initiative --

4. What are the goals of this 5 year initiative?

- Goal 1: *Reduce the overall occurrence of injuries by 3% per year, while improving agencies' timeliness of reporting of injuries and illnesses to the Department of Labor by 5% each year.*
- Goal 2: *For those worksites with the highest rates of serious injuries, reducing the occurrence of such injuries by 10% per year; and*
- Goal-3: *Reducing the rate of lost production days -- that is, the number of days employees spend away from work -- by 2% per year.*

5. What will OSHA and ESA/OWCP do during this initiative?

- OSHA and OWCP will track and measure the accomplishment and success of Federal agencies towards meeting their goals and provide feedback to the agencies on an annual basis;
- Report annually to the White House on the status of these goals;
- Provide technical assistance, compliance assistance and training to agencies upon request;
- Provide special topics training on Safety & Health issues for Local Federal Safety and Health Councils, and in cooperation with Federal Executive Boards/Councils conduct Federal Worker 2000 Seminars for federal agencies
- Prepare for a Presidential awards ceremony at the conclusion of the program; and
- Conduct spot checks to gauge progress by randomly inspecting 10% of the worksites with the highest lost time case rates annually.

The three goals of the Federal Worker 2000 initiative are described below, along with OSHA's and ESA's planned contributions towards assisting Federal agencies in their accomplishment.

Goal 1: Reduce the total case rates (TCRs) for most Federal agencies by 3% per year, while at the same time increasing the timeliness of reporting new injuries and illnesses to ESA/OWCP for each agency by 5% per year.

To assist Federal agencies in their achievement of this goal, OSHA will:

- Develop annual goals for each Federal agency delineating a 3% reduction in the TCR per year, using the most recent injury and illness data, fiscal year 1997, as the "base" year.
- Encourage the establishment of active Health and Safety programs within each agency.
- Track and measure the agencies' yearly progress toward the goal and provide feedback.

The Federal Government average total case rate for FY 1997 was 5.63 injuries/illnesses per 100 employees. All agencies with a rate above 2.00 would be expected to reduce the TCR in each subsequent year by 3%; agencies with rates below 2.00 would be expected to maintain those rates at the FY 1997 level.

At the same time, ESA/OWCP will:

- Track and measure agencies' progress toward the 5% improvement in timeliness, using the FY 1998 baseline.

Federal regulations require an employer to submit the written notice of an injury or illness (Forms CA-1 or CA-2) to ESA/OWCP as soon as possible, but no later than 10 working days (or 14 calendar days) after receiving it from the employee. ESA/OWCP is not able to take action to pay for medical care, reduce disability, and/or effect a safe return to work until that notice has been received. The later the notice, the more likelihood of prolonged disability and higher compensation costs.

Currently, the 14 largest Federal agencies (including the Postal Service) average only 49% of injury notices submitted within the regulatory time period; some agencies are as low as 20%. All Federal agencies have access to their timeliness records through the ESA/OWCP Web page which tracks their performance down to the lowest organizational level for which cost data is compiled. ESA/OWCP district offices provide this information to the Federal agencies regionally and nationally on a quarterly basis.

Goal 2: Reduce the lost time case rates (LTCRs) for those worksites with the highest Federal lost time case rates by 10% per year.

For FY 1996, the Federal LTCR was 2.67 lost time injuries/illnesses per 100 employees. The worksites which in 1996 had LTCRs double the Federal rate, will be the first asked to begin work toward this reduction goal. These worksites have the greatest potential for dramatic improvements, and would represent compelling success stories for safety and health programs in the Federal government.

This particular goal will challenge those Federal agencies with the highest LTCRs to both improve their safety and health programs and lower their injury rates. Preliminary lists of sites

with the highest lost time case rates were shared with the agencies. After considering the agencies comments, OSHA developed a final list of Federal worksites to be included under this goal.

OSHA will provide monitoring and technical assistance necessary to increase agency emphasis on accident prevention. ESA/OWCP will work with the agencies to assure that prompt medical attention is provided to injured or ill employees.

Goal 3: Following establishment of a baseline in FY 1999 or 2000, reduce the lost production days rate (LDPR) (lost days due to injury or illness per 100 employees) by 2% per year.

Society, the individual worker, and employers all benefit from injury prevention. Failing that, there is still benefit in avoiding the long separations from work, lost productivity, and lost self-esteem that can result from long-term disability related to on-the-job injuries. This goal can be accomplished by reducing injuries, their severity, or the average length of disability; it requires the agency to focus attention on the areas where the improvements may be effected.

Agency management and employee representatives can address overall safety and accident prevention issues, as well as increasing return to work and light duty accommodation efforts for those injured. This goal requires close cooperation between OSHA, ESA/OWCP, and Federal agency staffs, *thereby eliminating much of the current overlap and duplication of efforts.*

The LDPR is a balanced measure of the impact of work-related injuries and illnesses, capturing both the human and cost dimensions. To ensure correct identification of lost-production days, and establishment of an accurate measure for determining goal achievement, agencies will need to define systems to identify and report all time lost due to job-related injuries.

Continuation of Pay (COP) is a hidden cost of the workers' compensation program, not only in dollars but in lost days of production. Currently, ESA/OWCP has statistical data on agency performance *after* the initial 45 days that employees remain on the agency's payroll (COP period), but the data does not indicate the number of days lost *during* the COP period. Since most injured Federal workers return to work before the 45 day COP period expires, the new tracking system will yield valuable information and provide additional incentive for Federal agencies to improve the timeliness of their injury notification to DOL. ESA/OWCP will furnish technical assistance and guidance in capturing the LDPR information, thereby providing the tool needed to measure each agency's success in reducing this rate by 2% beginning in FY 2000 or 2001.

3% Recuction Goal

& Maintenance Goal

AGENCY	BASE YEAR	GOAL YEAR	GOAL YEAR	GOAL YEAR	GOAL YEAR	GOAL YEAR
	TCR FY 1997	1 FY 2000	2 FY 2001	3 FY 2002	4 FY 2003	5 FY 2004
Dept of Agriculture	4.52	4.38	4.25	4.11	3.98	3.84
Dept of Defense	4.33	4.20	4.07	3.94	3.81	3.68
Army	4.14	4.02	3.89	3.77	3.64	3.52
Navy	5.22	5.06	4.91	4.75	4.59	4.44
Air Force	3.74	3.63	3.52	3.40	3.29	3.18
Dept of Health & Hum Svc	2.96	2.87	2.78	2.69	2.60	2.52
Dept of the Interior	7.66	7.43	7.20	6.97	6.74	6.51
Dept of Justice	7.56	7.33	7.11	6.88	6.65	6.43
Dept of Labor	3.71	3.60	3.49	3.38	3.26	3.15
Dept of Transportation	3.38	3.28	3.18	3.08	2.97	2.87
Dept of the Treasury	3.85	3.73	3.62	3.50	3.39	3.27
Dept of Veterans' Affairs	4.49	4.36	4.22	4.09	3.95	3.82
Dept of Energy	2.45	2.38	2.30	2.23	2.16	2.08
Dept of Housing & Urb Dev	2.12	2.06	1.99	1.93	1.87	1.80
General Services Adm	3.69	3.58	3.47	3.36	3.25	3.14
Fed Emergency Mgt Agy	5.14	4.99	4.83	4.68	4.52	4.37
Nat Archives & Record Adm	6.91	6.70	6.50	6.29	6.08	5.87
Nat Galery of Art	4.65	4.51	4.37	4.23	4.09	3.95
Smithsonian Institution	6.18	5.99	5.81	5.62	5.44	5.25
Armed Forces Retir Home	8.53	8.27	8.02	7.76	7.51	7.25
Social Security Adm	2.49	2.42	2.34	2.27	2.19	2.12
Federal Reserve System	2.42	2.35	2.27	2.20	2.13	2.06
Internat Boundary & Water Com	8.43	8.18	7.92	7.67	7.42	7.17
Tennessee Valley Authority	4.02	3.90	3.78	3.66	3.54	3.42
Federal Govt (w/o USPS)	4.14	4.02	3.89	3.77	3.64	3.52

08/11/99

3% Reduction Goal

& Maintenance Goal

Maintainence Level TCRs

Dept of Commerce	1.86	1.86	1.86	1.86	1.86	1.86
Dept of State	1.13	1.13	1.13	1.13	1.13	1.13
Dept of Education	1.78	1.78	1.78	1.78	1.78	1.78
Environ Protection Agency	1.25	1.25	1.25	1.25	1.25	1.25
Fed Deposit Insurance Corp	1.28	1.28	1.28	1.28	1.28	1.28
Nat Aeronautice & Space Adm	1.27	1.27	1.27	1.27	1.27	1.27
Agency for Internat'l Dev	1.07	1.07	1.07	1.07	1.07	1.07
Equal Employ Opp Com	1.64	1.64	1.64	1.64	1.64	1.64
Fed Communication Com	0.82	0.82	0.82	0.82	0.82	0.82
Nat Labor Relations Board	1.27	1.27	1.27	1.27	1.27	1.27
Nuclear Regulatory Com	1.06	1.06	1.06	1.06	1.06	1.06
Office of Personnel Mgt	1.91	1.91	1.91	1.91	1.91	1.91
Railroad Retirement Board	1.24	1.24	1.24	1.24	1.24	1.24
Small Business Admin	1.93	1.93	1.93	1.93	1.93	1.93
U.S. Information Agency	1.04	1.04	1.04	1.04	1.04	1.04
National Credit Union Adm	1.5	1.5	1.5	1.5	1.5	1.5

10% Site Reduction

AGENCY	BASE YEAR Site -LTGR FY '996	GOAL YEAR 1 FY 2000	GOAL YEAR 2 FY 2001	GOAL YEAR 3 FY 2002	GOAL YEAR 4 FY 2003	GOAL YEAR 5 FY 2004
Department of Agriculture (1)	5.66	5.09	4.53	3.96	3.40	2.83
Department of Defense (23)	6.49	5.84	5.19	4.54	3.89	3.25
Department of Energy (1)	11.8	10.62	9.44	8.26	7.08	5.90
General Services Admin (3)	8.27	7.44	6.62	5.79	4.96	4.14
Department of the Interior (21)	9.04	8.14	7.23	6.33	5.42	4.52
Department of Justice (25)	10.36	9.32	8.29	7.25	6.22	5.18
Department of Transportation (5)	10.84	9.76	8.67	7.59	6.50	5.42
Department of Treasury (13)	7.14	6.43	5.71	5.00	4.28	3.57
Depart of Veterans' Affairs (6)	6.29	5.65	5.03	4.40	3.77	3.15

07/06/99

Department of Energy....

Sites with high Lost Time Case Rates

Transportation Safeguards Division
Albuquerque Operations Office
At
Oak Ridge, Tennessee 37831
And
Albuquerque, New Mexico

LTCR: 11.80

Total Case Rates for DOE Organizations (Goal 1a, FED2000 Initiative)

	FED2000 Goal									
DOE Organization	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04	
Albuquerque Operations Office	8.11	7.20	7.61	7.72	6.98	6.77	6.57	6.37	6.18	
Albuquerque Operations Office (excluding TSD Group)	2.72	4.17	3.25	2.25	4.05	3.93	3.81	3.69	3.58	
All other DOE	0.27	0.39	0.26	0.21	0.37	0.36	0.35	0.34	0.33	
Bonneville Power Administration	4.71	5.07	4.91	4.83	4.92	4.77	4.63	4.49	4.36	
Chicago Operations Office	0.66	0.66	0.46	1.16	0.64	0.62	0.61	0.59	0.57	
DOE-HQs	1.48	1.15	1.04	0.99	1.11	1.08	1.05	1.01	0.98	
Environmental Measurement Lab.	1.73	3.45	3.45	0.00	3.35	3.25	3.15	3.06	2.96	
Idaho Falls Operations Office	1.08	1.35	1.35	1.40	1.31	1.27	1.23	1.19	1.16	
Morgantown Energy Technology Center	1.28	2.13	2.13	2.98	2.07	2.00	1.94	1.89	1.83	
Nevada Operations Office	0.94	1.57	1.01	1.36	1.52	1.47	1.43	1.39	1.35	
Oak Ridge Operations Office	2.53	3.71	2.38	2.00	3.59	3.49	3.38	3.28	3.18	
Oakland Operations Office	0.88	2.05	1.75	0.61	1.99	1.93	1.87	1.81	1.76	
OSTI	0.86	4.28	2.29	0.00	4.15	4.03	3.91	3.79	3.67	
Pittsburgh Energy Technology Center	1.48	2.59	2.59	2.97	2.52	2.44	2.37	2.30	2.23	
Pittsburgh Naval Reactors	0.00	1.55	0.00	0.00	1.50	1.46	1.41	1.37	1.33	
Richland Operations Office	1.23	1.03	0.00	0.41	1.00	0.97	0.94	0.91	0.88	

	<div>FED2000 Goal</div>								
DOE Organization	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
Southeastern Power Administration	2.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Southwestern Power Administration	3.01	0.60	3.08	3.10	0.58	0.57	0.55	0.53	0.52
TSD Group (Part of DOE-AL)	28.31	18.51	21.75	25.61	17.96	17.42	16.90	16.39	15.90
Western Power Administration	4.69	4.77	5.01	5.71	4.63	4.49	4.35	4.22	4.10
DOE (As a whole)	2.59	2.61	2.51	2.54	2.38	2.30	2.24	2.17	2.10

Note: Fiscal year 1997 is the base year for achieving Goal 1 in FED2000 initiative. Sites need to lower their Total Case Rates (TCRs) following the base year by 3% per year. Those DOE Organizations whose TCRs are below FED2000 goals should maintain their Rates at that level.

Goal 1: Reduce the Total Case Rates for most Federal agencies by 3% per year, while at the same time increasing the timeliness of reporting new injuries and illnesses to ESA/OWCP for each agency by 5%.

Lost-time Case Rates for DOE Organizations (Goal 2, FED2000 Initiative)

	FED2000 Goal									
DOE Organization	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04	
Albuquerque Operations Office	4.21	2.91	4.39	3.12	3.79	3.41	3.07	2.76	2.49	
Albuquerque Operations Office (excluding TSD Group)	1.26	1.94	2.06	0.97	1.14	1.02	0.92	0.83	0.74	
All other DOE	0.12	0.04	0.09	0.08	0.10	0.09	0.08	0.08	0.07	
Bonneville Power Administration	1.31	1.82	1.22	1.76	1.18	1.06	0.96	0.86	0.78	
Chicago Operations Office	0.44	0.22	0.23	0.00	0.40	0.36	0.32	0.29	0.26	
DOE-HQs	1.02	0.77	0.45	0.61	0.92	0.83	0.74	0.67	0.60	
Environmental Measurement Lab.	1.73	1.73	0.00	0.00	1.55	1.40	1.26	1.13	1.02	
Idaho Falls Operations Office	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	
Morgantown Energy Technology Center	0.43	0.43	1.70	0.43	0.38	0.35	0.31	0.28	0.25	
Nevada Operations Office	0.31	0.31	0.34	0.00	0.28	0.25	0.23	0.21	0.18	
Oak Ridge Operations Office	1.35	1.18	1.83	0.91	1.21	1.09	0.98	0.88	0.80	
Oakland Operations Office	0.29	0.29	0.88	0.61	0.26	0.24	0.21	0.19	0.17	
OSTI	0.86	0.86	1.14	0.00	0.77	0.69	0.62	0.56	0.51	
Pittsburgh Energy Technology Center	0.74	0.37	0.00	0.74	0.67	0.60	0.54	0.49	0.44	
Pittsburgh Naval Reactors	0.00	1.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Richland Operations Office	0.62	0.41	0.00	0.00	0.56	0.50	0.45	0.40	0.36	

	<div>FED2000 Goal</div>								
DOE Organization	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03	FY04
Southeastern Power Administration	2.51	0.00	0.00	0.00	2.26	2.03	1.83	1.64	1.48
Southwestern Power Administration	0.00	1.80	1.85	1.86	0.00	0.00	0.00	0.00	0.00
TSD Group (Part of DOE-AL)	15.25	6.53	11.93	10.18	13.72	12.35	11.11	10.00	9.00
Western Power Administration	0.99	0.74	0.76	1.08	0.89	0.80	0.72	0.65	0.58
DOE (As a whole)	1.09	0.96	0.92	0.92	0.85	0.76	0.69	0.62	0.55

Note: Fiscal year 1996 is the base year for Goal 2 in FED2000 initiative. Sites need to lower their Lost-time Case Rates (LTCRs) following the base year by 10% per year. Those DOE Organizations whose LTCRs are below FED2000 goals should maintain their Rates at that level.

Goal 2: Reduce the Lost-time Case Rates for those worksites with the highest Federal lost time case rates by 10% per year.